



EMPLOYER ROUNDTABLE

IOWA WORKFORCE DEVELOPMENT EMPLOYER ROUNDTABLE

- Welcome
- Quick Introductions
- Addressing Child Care
- Work-Based Learning
- Field Office Resources
- Resources for Building your Workforce
- Dialogue and Discussion – *current needs, gaps, and challenges*



GOVERNOR'S ECONOMIC RECOVERY ADVISORY BOARD RECOMMENDATIONS

February 2021

- Increase short-term credit and non-credit training programs; online platforms, year around, students can begin any time.
- Develop an overall strategic plan that addresses the numerous issues that contribute to the child care barrier to work in Iowa. (Completed)
- Fund and scale successful nonprofit workforce training programs statewide, especially on-site training for adults facing multiple barriers to employment and aggravated by the pandemic. Provide wrap-around services for individuals while in training and transitioning to full-time employment.
- Expand work-based learning initiatives that forge school-business partnerships.

ADDRESSING CHILD CARE

- Iowa has the most dual earner households in the country, thus child care is a necessity for employers and employees.
- Over the past five years, Iowa has lost 33% of its child care businesses and is short 350,000 slots for children younger than 12 years old.
- This crisis hurts more than Iowa families. It also costs the state close to a billion dollars each year in lost tax revenue and employee absences.



CHILD CARE TASK FORCE

Governor Appointed Task Force
Recommendations are Forthcoming.

Four Main Areas to be Addressed:

- Regulatory Barriers & Financing Options
- Expanding Eligibility for Child Care Assistance
- Child Care Workforce Issues
- Increasing Employer Investment and Engagement Opportunities in Child Care



WORK-BASED LEARNING

- Work-based learning provides students with real-life, professional experiences allowing them to test drive careers and build skills for the workplace.
- The Governor's Economic Recovery Advisory Board recommended 75% of Iowa school districts will have one or more school-business partnerships by 2023, and all high school students will participate in work-based learning by 2024.



EXPAND WORK-BASED LEARNING EXPERIENCES IN HIGH-DEMAND CAREERS

INCREASE CAREER DEVELOPMENT IN MIDDLE & HIGH SCHOOL

- Quality pre-apprenticeships
- Registered apprenticeship programs
- Internship programs
- Leverage existing programs,
 - STEM BEST (Businesses Engaging Students and Teachers) program
 - Iowa Jobs for America's Grads (iJAG)



REGISTERED APPRENTICESHIP PROGRAMS IN HIGH SCHOOL

57 Iowa high schools are currently participating in Registered Apprenticeship programs with

27 Different occupational programs.

160 Apprentices



REGISTERED APPRENTICESHIP PROGRAMS IN 57 HIGH SCHOOLS

Calamus-Wheatland High School

Central Campus Des Moines Public Schools

Ankeny High School

East High School

Hoover High School

Lincoln High School

Roosevelt High School

Scavo Alternative High School

Home Instruction programming

Clear Lake Community School District

Clinton Community School District

Council Bluffs Community School District

Abraham Lincoln High School

Thomas Jefferson High School

Davenport Community School District

Davenport West, Central, North and Mid City

Dubuque Community School District

Dubuque Senior High, Hempstead High School

REGISTERED APPRENTICESHIP PROGRAMS 57 HIGH SCHOOLS PARTICIPATING

Essex Community School District

Forest City Community School District

Greene County Community School District (North Central Career Academy)

Patton Churdan Jr-Sr. High School

Panorama High School

SE Valley High School

Greene Valley High School

Iowa Edge/ Boone High School

Keokuk Community School District

Lakes Area Academy

Estherville-Lincoln Central

Harris- Lake Park

Okoboji

Spirit Lake

Marshalltown Community School District

Marshalltown High School, Marshalltown Learning Academy

Muscatine High School

Nevada Community School District

REGISTERED APPRENTICESHIP PROGRAMS 57 HIGH SCHOOLS PARTICIPATING

North Scott Community School District

North Scott High School

Pleasant Valley High School

Norwalk Community School District

Ottumwa Community School District

Pella Career Academy

Pella High School

Pella Christian

Pleasantville High School

Shenandoah Community School District

Spencer Community School District

Waterloo Community School District (Waterloo Career Connection)

Waterloo East, West, Expo Alternative High School

Waverly Shell Rock Community School District

West Delaware Community School District

West Delaware High School

East Buchanan High School

Maquoketa High School

West Des Moines Community School District

Winterset Community School District

Woodbine Community School District

FIELD OFFICE RESOURCES

- Job Posting – IowaWORKS.gov + national exposure
- Labor Market Information – understand the local market
- Targeted Hiring events – use of the IowaWORKS centers
- Applicant recruitment assistance – dedicated Business Engagement Teams and IowaWORKS partners
- Applicant screening and assessments
- Social Media promotion
- Job Fairs – Virtual, Drive thru, Open air
- Development of work-based learning options to attract a diverse workforce
- Tax Incentives – Work Opportunity Tax Credit, Federal Bonding
- Rapid Response/Layoff Aversion
- RESEA assistance
- Veterans Preference

RESOURCES AVAILABLE FOR BUILDING YOUR WORKFORCE

- Home Base Iowa [connects the dots](#) between businesses, communities, higher education and statewide veteran organizations
- Direct connection to veterans, both in-state and those transitioning out across the county, with the skills you need
- Create your Home Base Iowa profile, post jobs and gain access to over 1,500 veteran resumes with skills in your industry
- Benefits for both businesses and communities



www.HomeBaselowa.gov

RESOURCES AVAILABLE FOR BUILDING YOUR WORKFORCE

- Employer innovation fund
- Child care challenge grant
- Registered apprenticeship start up and ongoing funding
- Summer youth internship grant
- Last-dollar scholarship
- RA high school playbook
- Manufacturing 4.0
- DoD Skillbridge
- Iowa Workforce Development Podcasts – Mission Employable
- Community college resources



WORKFORCE ASSESSMENTS WE CAN HELP YOU GROW YOUR WORKFORCE

- A team of workforce experts from across state agencies, stem and community colleges will meet with interested employers onsite
- After the assessment meeting, employers will be provided with a tailored recommendation with information about available state resources; individual POCs and technical assistance
- The only cost is your time!
- Let us know today if you are interested in scheduling a workforce assessment

WHAT TO DO IF SOMEONE SKIPS AN INTERVIEW OR TURNS DOWN A JOB OFFER:

The notice of separation is on our website for separations such as misconduct, quit and for a job refusal. This should be used by the employer if any of these occur.

<https://uiclaims.iwd.iowa.gov/EmployerSeparation/>

Iowa Workforce Development

Notice of Separation or Refusal of Work

Iowa Employer Account Number* (Example: account number 123456 would be entered as 00123456)	<input type="text"/>
Telephone number(beginning with area code) for fact-finding interview*	<input type="text"/>
Individual's Social Security Number*	<input type="text"/>
Date of separation or refusal to work*	<input type="text"/> 
Reason Employment Was Terminated*	<input type="text"/> 

The employer should make note if someone skips the interview. When we verify the job contacts listed, then they would have that information.

DIALOGUE & DISCUSSION

WHAT DO YOU NEED?





UNLEASHING OPPORTUNITIES TO GET
IOWA FUTURE READY.